

4-3044

13-262

ARTICLE VIII

DURATION

This is the salary supplement, negotiated by the committees for the 1971-73 Agreement. The proposals of the Association for a new contract shall be presented to the Board no later than September 1972, and a mutual date for negotiation shall be jointly arrived at thereafter, but shall not exceed sixty (60) days from date of presentation of demands.

Attested for the Custodians Association

Attested for the
Manalapan-Englishtown
Regional Board of
Education

4/18/72

Eugenia
President

Ralph W. Dean
President

4/18/72

Harry Jeffries
Secretary

Howard D. Samson
Secretary

4/18/72

George R. Minton
Committee Member

ARTICLE VII

SALARY GUIDE (Supplement to the 1971-73 contract)

Step 1.	\$5,697	per	annum
2.	5,908	"	"
3.	6,119	"	"
4.	6,330	"	"
5.	6,541	"	"
6.	6,752	"	"
7.	6,936	"	"
8.	7,174	"	"
9.	7,385	"	"

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H. J.
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AGREEMENT BETWEEN THE
MANALAPAN-ENGLISHTOWN
REGIONAL BOARD OF EDUCATION
AND THE MANALAPAN-ENGLISHTOWN
CUSTODIAN ASSOCIATION

1972-74

PREAMBLE

This Agreement is entered into this first day of July, 1972, by and between the Board of Education of Manalapan-Englishtown Regional School District, the Township of Manalapan, the Borough of Englishtown, New Jersey, hereinafter called the "Board" and the Manalapan-Englishtown Custodians Association, hereinafter called the "Association".

ARTICLE I

RECOGNITION

A. The Board hereby recognizes the Association as the majority representative for collective negotiation concerning terms and conditions of employment for all custodial personnel, in accordance with and to the extent of Public Law 303, 1968, of this State.

ARTICLE II

VACATION

Three (3) weeks vacation with pay will be granted to custodians with five (5) years of completed service in the Manalapan-Englishtown School System. This vacation will include two weeks with pay to be taken as scheduled during the June through August summer period; the third week of vacation with pay will be taken as scheduled during the winter or spring student recesses. Requests from custodians stating a preference for either the spring or winter period for the third vacation

week, will receive consideration from the Superintendent when making schedules. Custodial employees with at least one year but less than five years of completed service will be granted two (2) weeks vacation with pay during the June through August summer period as scheduled. Custodians with less than one full year of completed service will be granted one day of vacation for each 30 calendar days of completed service to a maximum of ten vacation days. Such vacation is to be utilized as scheduled.

ARTICLE III

PERSONAL LEAVE

Each custodian in the Manalapan-Englishtown School System will be granted two (2) days leave each year for personal, legal, business, household or family matters which require absence during working hours and could not be attended by said employee outside of the normal work day. Application for personal leave shall be made to the Superintendent of Schools on the form provided for such purpose, at least one week before such leave (except in the case of emergencies; whereby application shall be made as soon as possible after return to duty). Such leave shall not be cumulative. The days shall not be consecutive and shall not be taken at the beginning or end of a vacation period. Granting of the leave shall be in accordance with the operational needs of the school as defined by the Superintendent.

ARTICLE IV

SICK LEAVE

The Board shall grant to each custodian one (1) day of sick

leave for each one (1) month of satisfactory service in the school system. Such sick leave shall accumulate without limit.

ARTICLE V

CREDITABLE MILITARY SERVICE

On July 1, 1973, the Board shall continue to grant credit for two (2) steps to each custodian who has honorably completed at least two (2) years of service in the Armed Forces of the United States, and such step increases shall be in addition to any "normal" step increase for satisfactory service in the Manalapan-Englishtown School System. The maximum military credit for the duration of this contract is two years under the conditions specified in this article.

ARTICLE VI

HOLIDAYS

Holidays for custodians shall be as follows:

- New Year
- Lincoln's Birthday
- Washington's Birthday
- Good Friday
- Memorial Day
- Independence Day
- Labor Day
- Veterans Day
- Thanksgiving Day and the day after
- Christmas and the day before

In view of the fact that the State has enacted Monday Holiday legislation designating the second Monday in October as Columbus Day (among others), in the event that the Schools are closed in observance of said Holiday, the Board shall grant to all Custodians, said Holiday, with pay. As has been the practice in the past,

when the Schools are closed in observance of Jewish
Holidays, the Board shall grant to each custodian such
Holiday(s) with pay.

ARTICLE VII

SALARY GUIDE

Step 1.	\$5,697	per annum
2.	\$5,908	" "
3.	\$6,119	" "
4.	\$6,330	" "
5.	\$6,541	" "
6.	\$6,752	" "
7.	\$6,936	" "
8.	\$7,174	" "
9.	\$7,385	" "

- Notes: (1) Each step is for creditable service in the Manalapan-Englishtown Regional School System.
- (2) In addition to the above, a custodian who is the holder of a "Blace Seal License" appropriate to low pressure boilers in this public school system shall be granted an amount of \$250.00 each year of this contract.

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ARTICLE VIII

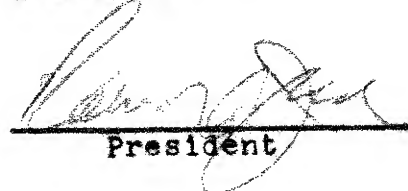
DURATION

This agreement shall be effective as of July 1, 1972, and continue into effect through June 30, 1974. For the second year of this two (2) year Agreement, only the salary guide per se (and not the "Notes") under Article VII shall be opened for renegotiation. The proposals of the Association shall be presented to the Board for this item no later than September 1, 1973, and a mutual date for negotiation shall be jointly arrived at thereafter, but shall not exceed sixty (60) days from date of presentation of demands.

Attested for the Custodians Association

Attested for the
Manalapan-Englishtown
Regional Board of
Education

President



President

Secretary



Secretary